

CITY OF RIVERSIDE
SICK LEAVE/FAMILY SICK LEAVE
BENEFITS PER MOU AND SALARY AND FRINGE BENEFIT RESOLUTION

<i>Bargaining Unit</i>	<i>Sick Leave Usage</i>	<i>Sick Leave Abuse/Absenteeism</i>	<i>Family Sick Leave Usage</i>
General Executive Management I/II Confidential Public Utilities field Unit Public Utilities Field Management I/II	Sick Leave shall be allowed only because of actual illness, preventive health care, or injury not arising out of and in the course of employment. If sick leave on account of illness or injury exceeds three working days, the employee, prior to return to work, shall submit a statement of such disability from the employee's health care provider.	If in the opinion of management/ supervision it appears that an employee may be establishing a pattern of abuse of sick leave, a statement establishing the need for sick leave from the employee's health care provider may be required as a condition of payment while on such leave. This statement may be required at any time during the course of an employee's sick leave. Time taken to care for a relative as covered under Family Sick Leave may not be counted against an employee with respect to sick leave abuse.	<u>Employees may use their annual sick leave in the case of family illness.</u> Family sick leave will be allowed only for the sickness or injury of the spouse, child, mother, father, registered domestic partner, or child of domestic partner of the employee. Covered family relationships are defined by law, and do not include "in-laws". There is no longer any requirement that the family member live in the same household.
Police Police Management & Police Supervisory Fire Fire Management	Same as Above	Same as Above	<u>Employees are limited to one-half of their annual sick leave per calendar year for family illness.</u> Family sick leave will be allowed only for the sickness or injury of the spouse, child, mother, father, registered domestic partner or child of domestic partner of the employee. Covered family relationships are defined by law, and do not include "in-laws". There is no longer any requirement that the family member live in the same household.
Refuse	Same as Above	Absenteeism shall be measured against accumulated sick leave based upon years of service. Failure to maintain established minimums shall be grounds for discipline in accordance with the sick leave abuse policy. Exceptions for serious illness shall apply, and for any leave taken under FMLA. Time taken to care for a relative as covered under Family Sick Leave may not be counted against an employee with respect to sick leave abuse.	<u>Employees may use their annual sick leave in the case of family illness.</u> Family sick leave will be allowed only for the sickness or injury of the spouse, child, mother, father, registered domestic partner, or child of domestic partner of the employee. Covered family relationships are defined by law, and do not include "in-laws". There is no longer any requirement that the family member live in the same household.